The O in DOTMLPF

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The Role of Organization (the "O") in the EFDS

- **Functional Needs Analysis (FNA)**
  - Assess ability of current and programmed capabilities to accomplish the tasks
  - Results: List of capability gaps or shortfalls (MCL)
  - ***How do you identify a gap unless you know what you have? The 'O.'***
- **Functional Solutions Analysis (FSA)**
  - Operational based assessment of doctrine, organization, training, materiel, leadership/education, personnel, and facilities (DOTMLPF) approaches to solving capability gaps
  - Results: Potential integrated DOTMLPF or policy approaches to gaps or shortfalls
  - ***Non-materiel solutions (to include the "small m") can be found within the 'O.'***
- **Materiel / Non-Materiel Solution Implementation**
  - ***The concept of employment / concept of distribution for Materiel solutions drive the AO (the 'O's endstate)***
  - ***Any DCR touching the "small m" or any piece of structure (the 'O')***

What to Consider When Thinking About the 'O'

- ❑ **Determine Additional Maintenance/Support Requirements**
- ❑ **Determine Joint Requirement Impact**
- ❑ **Determine I&I Impacts**
- ❑ **Determine New Unit Names**
- ❑ **Determine New Unit Locations and Affiliated Higher HQs**
- ❑ **Develop METLs**
- ❑ **Determine changes required to all affected units' METLs**
- ❑ **Determine Manning Precedence Level to be Assigned**
- ❑ **Determine Service Responsibility for Sorts Reporting**
- ❑ **Develop POA&M for all Organizational actions required**
- ***Identify all USMC Funding Requirements broken out by Appropriation by year to P&R (example in "back-ups")***

What to Consider When Thinking About the ‘O’ (cont)

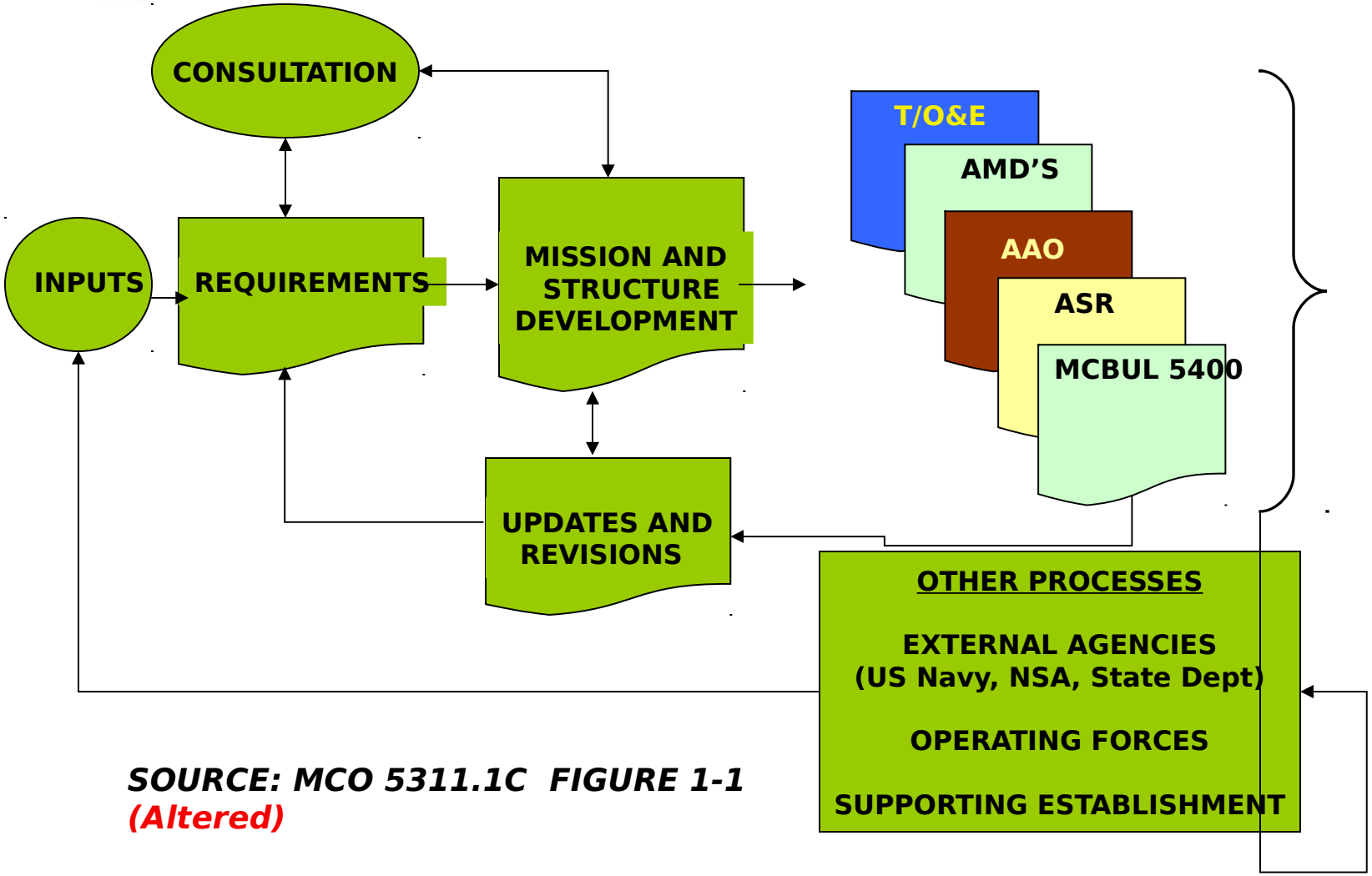
- Determine OPLAN Impacts (With DC, PP&O)
- Develop T/O&E
- Determine "Mirror Imaging" Impacts
- Determine Navy Impact
- Define IOC/FOC
- Determine Command Relationships
- Identify Recommended Compensation
- Determine Requirement to Reconstitute Capabilities Removed from FMF
- Develop (or capture changes to) Mission Statement (see MCO 5311.1C)
- Develop 5400 Bulletin (if required* - - utilize your TFSD rep)
- Develop T/O&E Change Request in TFSMS (this IS the organizational-specific DCR tool in the Marine Corps)

So, How Do I Enact and Organizational DCR?

Table of Organization and Equipment Change Request

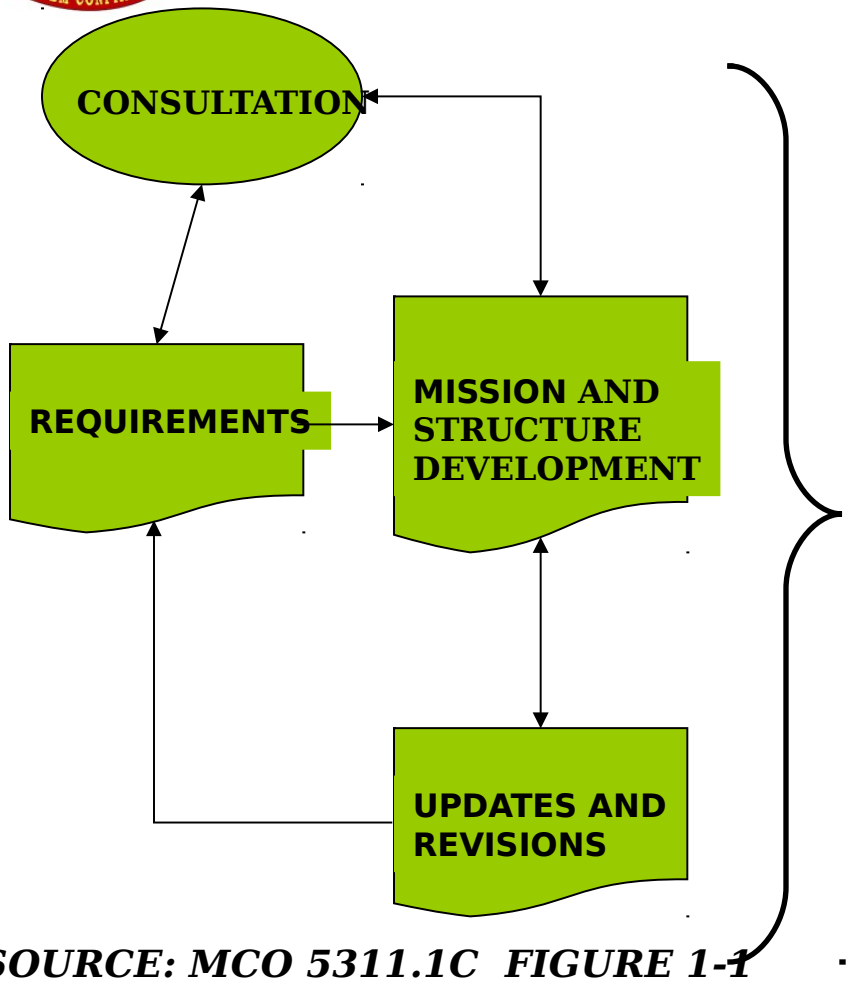
Source document: MCO 5311.1C

TFSP Flow Diagram



SOURCE: MCO 5311.1C FIGURE 1-1
(Altered)

TFSP Flow Diagram

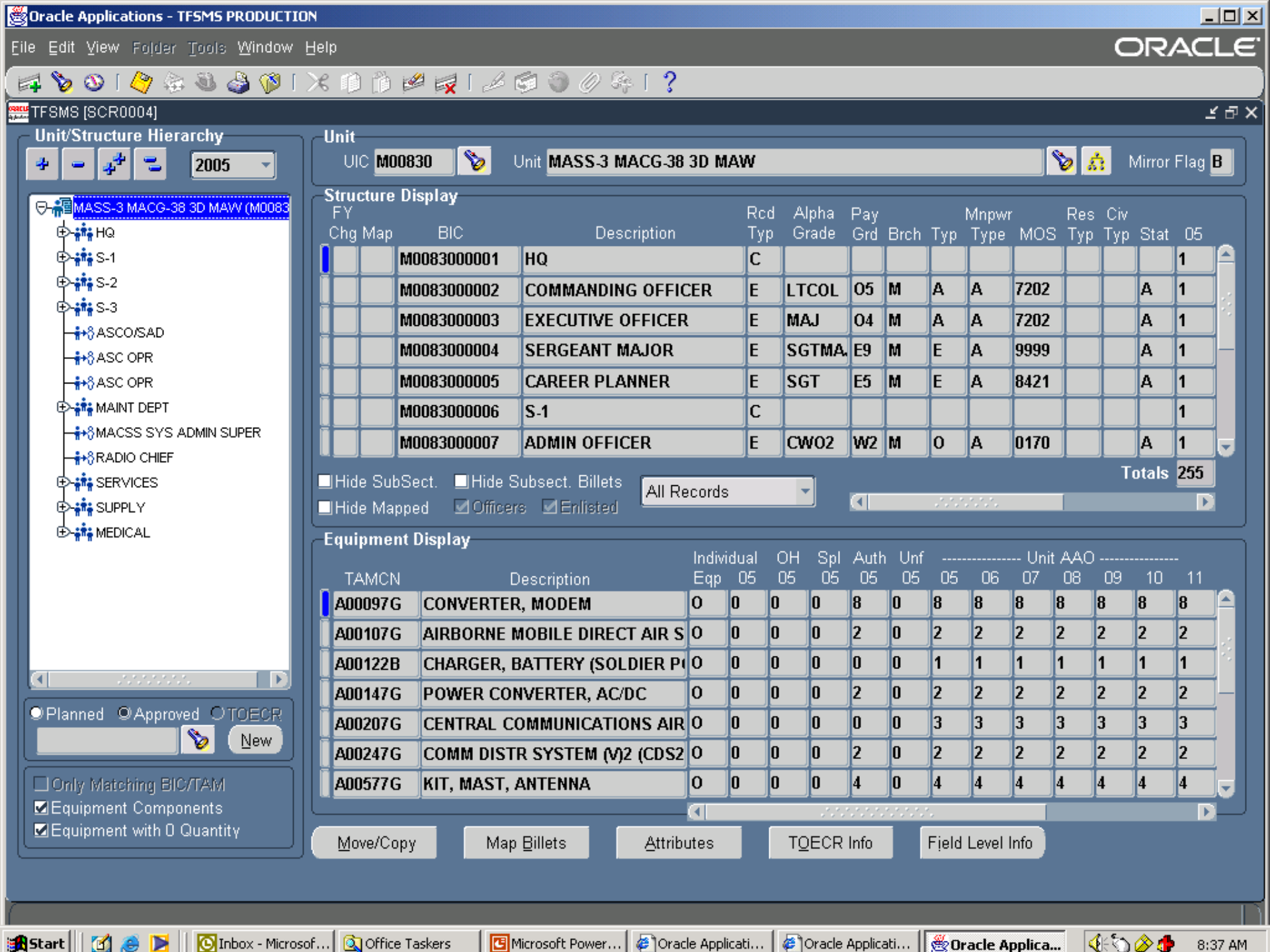


SOURCE: MCO 5311.1C FIGURE 1-1

Consultation: "The Players"

- **Requesting Units/MARFORS**
- **Functional Leaders**
  - Aviation, PP&O, I&L (LP/LF),MCCDC
- **Occupational Field Managers**
- **MOS Specialists**
- **Billet Coordinators**
  (functional area of expertise)
  - Listed in MCBul 5320

JUSTIFICATION
PRIORITIZATION
COMPENSATION


Oracle Applications - TFSMS PRODUCTION
File Edit View Folder Tools Window Help
ORACLE
TFSMS [SCR0004]
Unit/Structure Hierarchy
2005
MASS-3 MACG-38 3D MAW (M0083
HQ
S-1
S-2
S-3
ASCO/SAD
ASC OPR
ASC OPR
MAINT DEPT
MACSS SYS ADMIN SUPER
RADIO CHIEF
SERVICES
SUPPLY
MEDICAL
Planned Approved TOECR
New
Only Matching BIC/TAM
Equipment Components
Equipment with 0 Quantity
Unit
UIC M00830
Unit MASS-3 MACG-38 3D MAW
Mirror Flag B
Structure Display
FY Chg Map BIC Description Rcd Typ Alpha Grade Pay Grd Brch Typ Mnpwr Type MOS Res Typ Civ Typ Stat 05
M0083000001 HQ C 1
M0083000002 COMMANDING OFFICER E LTCOL O5 M A A 7202 A 1
M0083000003 EXECUTIVE OFFICER E MAJ O4 M A A 7202 A 1
M0083000004 SERGEANT MAJOR E SGTMA. E9 M E A 9999 A 1
M0083000005 CAREER PLANNER E SGT E5 M E A 8421 A 1
M0083000006 S-1 C 1
M0083000007 ADMIN OFFICER E CWO2 W2 M O A 0170 A 1
Totals 255
Hide SubSect. Hide Subsect. Billets
Hide Mapped Officers Enlisted
All Records
Equipment Display
TAMCN Description Individual Eqp 05 OH 05 Spl 05 Auth 05 Unf 05 Unit AAO 05 06 07 08 09 10 11
A00097G CONVERTER, MODEM O 0 0 0 8 0 8 8 8 8 8 8 8
A00107G AIRBORNE MOBILE DIRECT AIR S O 0 0 0 2 0 2 2 2 2 2 2 2
A00122B CHARGER, BATTERY (SOLDIER P(O 0 0 0 0 0 1 1 1 1 1 1 1
A00147G POWER CONVERTER, AC/DC O 0 0 0 2 0 2 2 2 2 2 2 2
A00207G CENTRAL COMMUNICATIONS AIR O 0 0 0 0 0 3 3 3 3 3 3 3
A00247G COMM DISTR SYSTEM (V)2 (CDS2 O 0 0 0 2 0 2 2 2 2 2 2 2
A00577G KIT, MAST, ANTENNA O 0 0 0 4 0 4 4 4 4 4 4 4
Move/Copy
Map Billets
Attributes
TOECR Info
Field Level Info
Start
Inbox - Microsof...
Office Taskers
Microsoft Power...
Oracle Applicati...
Oracle Applicati...
Oracle Applica...
8:37 AM

Forwarding the Request

Submit Changes via TFSMS

- **Get trained! Info here: jthompson@cots.com**
- **Why? Once TFSMS migrates to the Marine Corps Enterprise Information Technology Systems (MCEITS), all TOECRs will be electronically routed via TFSMS in the NCR**

Information Required

- **---------- For those not yet trained on TFSMS ----------**

- **E-mail w/appropriate Forms Faxed/attached (MCO 5311.1C)**

- **Standard Naval Letter with Spreadsheet or Database (MCO 5311.1C)**

  - Originate from Command
  - Send Via Chain of Command
  - Provide copies of request to other MarFors, Bases or Stations for concurrence and comment
  - Identify Out-Year of Change or if In-Year Change
  - Identify POC

- **UIC**
- **Impact on Mission**
- **Billet Requirements**
- **Validating / Justifying Requirements**

Justification

- **Description of Change to Mission or Function that requires a change (e.g., increase/decrease in work, equipment, etc.)**
  - **The work must be essential and contribute to the assigned mission**
  - **The billet or equipment requirement must be based on existing criteria, standards, experience data, or studies - not current inventory shortfalls**
- **Necessary sub points**
  - **What's required? When? Where?**
  - **Has compensation been identified?**
  - **Any mitigating factors?**

QUESTIONS?

Mission Statement

SAMPLE MISSION STATEMENT
UNITED STATES MARINE CORPS
HEADQUARTERS UNITED STATES MARINE CORPS
3000 MARINE CORPS PENTAGON
WASHINGTON, DC 20350-3000
:

TABLE OF ORGANIZATION UNIT TYPE
NUMBER.....XXXXX
ORGANIZATIONAL TABLE OF EQUIPMENT HI HEIRACHY
NUMBER.....XXXXX

1. PROMULGATION STATEMENT. Insert here the statement "This Mission Statement prescribes the organizational structure, manpower, and equipment requirements for (complete unit type) to accomplish its wartime mission."
2. ORGANIZATION. Identify here the major sub-elements of the organization being defined. Organizational Elements should be consistent with those contained within the Table of Organization.
3. MISSION AND TASKS
a. Mission. The mission statement is a concise statement of the unit's war-fighting responsibilities in relation to other organizations and it describes the unit's role in support of MAGTF, Supporting Establishment and Joint Operations. This paragraph should speak to such questions as "Who, What, When, Where and Why."

b. Tasks. These are specific statements that address the "how" part of the mission statement. It speaks to the wartime functions for which the unit is responsible for conducting. List tasks normally assigned to sub-elements in separate, numbered subparagraphs. Tasks must be delineated with enough specificity to ensure that all sub-elements of an organization are justified.

Mission Statement (cont)

4. CONCEPT OF ORGANIZATION. Describe in detail how the unit is organized to accomplish its wartime mission. Provide a general description of how the unit will organize, deploy, employ, and sustain forces to accomplish the mission. It should include a narrative of actions the unit will likely take. Include as appropriate task organization, detachments, required augmentation, reserve requirements, etc.
5. CONCEPT OF EMPLOYMENT. Document the operational capabilities of the unit in terms of the six major war-fighting functions: Maneuver, Intelligence, Fires, Logistics, Command and Control and Force Protection. Specify if those primary functions are performed by other organizations or not applicable to that unit. Emphasis is upon wartime capabilities, what the unit brings to the fight and how it meets the objectives of the Force Commander. As the Fifth Element of the MAGTF, Bases and Stations will include the following statement under this Paragraph: Provide individual augmentation to Marine Corps Operating Forces and Supporting Establishment to meet operational contingencies.
6. ADMINISTRATIVE CAPABILITIES. State whether administration is organic or from what organization administrative support will be received. (For example: Personnel administration is conducted at the Consolidated Personnel Administrative Center (CPAC)).
7. LOGISTIC CAPABILITIES. This addresses internal logistic capabilities (to include aviation logistic capabilities) and a unit's ability to sustain itself. If a paragraph does not apply, put the word "None" after the paragraph title.

   a. Maintenance. State whether maintenance is organic or from what organization maintenance support will be received. Ensure that level of maintenance authorized is specified.

Mission Statement (cont)

b. Supply. State whether supply is organic or from what organization supply support will be received.

c. Transportation. State whether transportation is organic or from what organization transportation support will be received.

d. General Engineering. State whether general engineering is organic or from what organization general engineering support will be received.

e. Health Services. State whether health services are organic or from what organization health services support will be received.

f. Services. Services include legal, disbursing, postal, exchange and mortuary affairs. State whether services are organic or from what organization services will be received.

g. Messing. State whether messing is organic or from what organization food service support will be received.

8. COMMAND AND SIGNAL.

a. Command Relationships. Provide a general narrative describing the unit's command relationships and, if applicable, existing memorandums of understanding or those that require development.

b. Communications and Information Systems. Provide a general narrative describing the unit's concept for the communications and information systems. Highlight any communication or information system procedure or restriction requiring special emphasis.

9. SUPERSESSION. Insert the statement "This Table of Organization supersedes Table of Organization number (number) of (Date) and is effective upon receipt." Or, "This is a new T/O and is effective upon receipt."

Funding Example

STRUCTURE											
ADVOCATE	ACTIVE		CIV	AR		RESERVE		NAVY			
PPO	O	E		O	E	O	E	NO	NE	ON	EN
	0	0						0	0		

COST ($1000)											
		MPMC	RPMC	OMMC	OMMC/R	PMC	PANMC	MILCON	TOTAL	NOTES	
IOC/FOC	FY06	$0	$0	$0	$0	$0	$0	$0	$0		
	FY07	$0	$0	$0	$0	$0	$0	$0	$0		
	FY08	$0	$0	$0	$0	$0	$0	$0	$0		
	FY09	$0	$0	$0	$0	$0	$0	$0	$0		
	FY10	$0	$0	$0	$0	$0	$0	$0	$0		
	FY11	$0	$0	$0	$0	$0	$0	$0	$0		
	FY12	$0	$0	$0	$0	$0	$0	$0	$0		
		$0	$0	$0	$0	$0	$0	$0	$0		

(1) MPMC:

(2) OMMC:

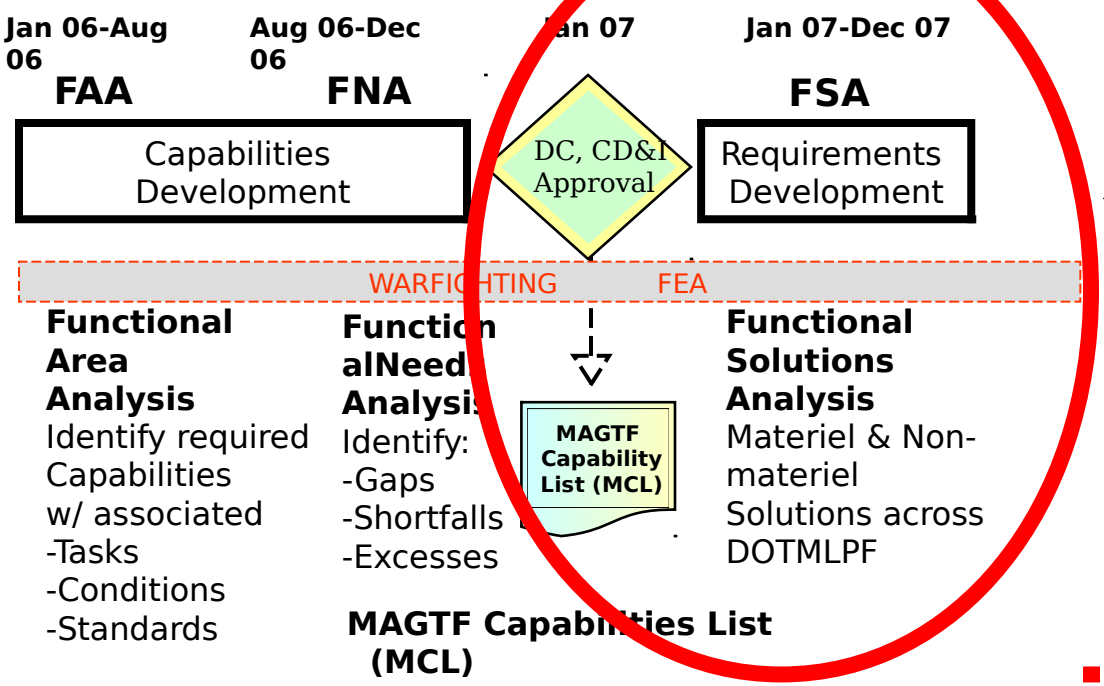
(3) PMC:

(4) PANMC:

(5) MILCON:

(6) LIMFAC:

Specifically the FSA



MAGTF Capabilities List (MCL)

- Prioritized list of capability gaps by Warfighting Function.

We are Here:

- When conducting DOTMLPF analysis in finding a non-materiel solution